



Arizona State
Board of Cosmetology

Sue Sansom, Executive Director

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BOARD MEETING MINUTES

November 21, 2008

TIME: 9:00 a.m.

PLACE: 1721 East Broadway, Tempe Arizona, 85282

ALL AGENDA ITEMS INCLUDE THE OPPORTUNITY FOR BOARD CONSIDERATION, DISCUSSION, AND POSSIBLE ACTION

Board Meetings may go into "Executive Session" for the purpose of obtaining legal advice from the Board's attorney on any of the agenda items pursuant A.R.S. § 38.431.03 (A) (3).

PLEDGE OF ALLEGIANCE

CALL TO ORDER AND ROLL CALL

Stephen Colarusso
Gina Bowser
Flo Finch
Thom Kasch
Gary Begley

BOARD * AND ***

A. Board Minutes of October 17, 2008.

MOTION by Gina Bowser to accept minutes as written. MOTION SECONDED by Gary Begley.
MOTION CARRIED.

B. Executive Session Minutes of October 17, 2008.

MOTION by Thom Kasch to accept executive minutes as written. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

C. Declaration of Conflict of Interest.

Gary Begley declared for 73775.

D. Discussion, Consideration and Possible Action on the issue of one time licensing and online renewals.

The Executive Director, Sue Sansom, announced that this issue may be postponed until next year.

E. Discussion, Consideration and Possible Action on D'Armi Esthetics University of Scottsdale #12/Case No. 73775 – Status Report. 9:30 a.m.

Gary Begley recused himself.

MOTION by Gina Bowser to rescind the previous motion for denial of license renewal and to instead accept the following terms: The renewal application is withdrawn and the school will close today at 3:00 p.m.; the school bond will remain open for 90 days for any legitimate claims of the State or the students; no other license application will be submitted to the Board by Mr. Frank Dell'Armi personally or as part of an entity ever; and if these conditions are not met timely the administrative hearing will be held as scheduled for December 16 and 17, 2008 and if these terms are met the hearing will be cancelled. MOTION SECONDED by Flora Finch. MOTION CARRIED.

F. Cosmetology Students on Field Trip.

- Questions and answers regarding Board authority and process.

EXECUTIVE DIRECTOR'S REPORT *, **, *AND ********A. Report, Review and Discussion of Fiscal Year End.****B. Report, Review and Discussion of final 2009 Budget and Agency Impact.**

MOTION by Thom Kasch to approve the agency budget as presented. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

C. Summary of Current Events.

The Executive Director, Sue Sansom, informed the Board of AZ 211 which is part of the Homeland Security measures and offers information regarding emergency procedures.

STEP 1: COMPLAINT REVIEW * AND ***

A. Recommend Application Denials

76994 Linda Tang, Applicant *(California status has licensee listed for citation with unpaid fine)*

MOTION by Stephen Colarusso to accept staff recommendations and deny the application.
MOTION SECONDED by Flora Finch. MOTION CARRIED.

B. Recommend Dismissals

MOTION by Thom Kasch to accept staff recommendations for all dismissals and Letters of Concern listed below except for 77070. MOTION SECONDED by Flora Finch. MOTION CARRIED.

74609	Jouvence Skin Spa #A15722 Jouvence Inc., Owner	
75379	Shelley's Beauty Zone #C17133 Shelley Smith #50200085, Owner/Manager	<i>(No Violations)</i>
75540	Pazazz Salon #C16845 Darlyn Geer #10332647, Owner/Manager	<i>(No evidence to support allegations)</i>
76213	Elle's Nails #M13313 Thuy Anh Nguyen #59919758 & 30330614, Owner/Manager	<i>(No evidence to support allegations)</i>
76280 & 76281	R & J Awesome Nails #A14261 & #M13478 Hong T. Buie #10100231, Co-Owner/Manager Hung Ho #50100418, Co-Owner/Manager	<i>(No response from complainant)</i>
76347	Happy Avalon Nail & Spa #M15473 Ann Le #50600535, Partner Alexie Le #50600062, Partner/Manager	<i>(No evidence to support allegations)</i>
76352	Estrella Nails & Spa #M15992 Khanh H. Nguyen #50800001, Owner/Manager	<i>(No evidence to support allegations)</i>
76353	Carrie's Day Salon #C13991 Carrie Beaver #17617467, Owner/Manager	<i>(No evidence to support allegations)</i>
76351	Betty Peterson #19401039	<i>(Without merit)</i>
76368	Tijuana Tan Nail Salon #M6194 Denise Stockdale #59500074, Owner/Manager	<i>(Salon in compliance)</i>
76416	Body Shoppe #C16916 Gina Campbell, Owner	<i>(No violations)</i>
76494	Nails Mall #M14857 Nga Thi Nguyen #19501342, Owner/Manager Vy Wuyen Q, Licensee	<i>(No evidence to support allegations)</i>
76504	The Studio Academy of Beauty #74 The Studio Academy of Beauty, LLC, Owner Jackson Holding Inc. Jeff Koluch	<i>(School in compliance, no violations)</i>
76522	Empire Beauty School, License No. 107	<i>(No violations)</i>

	EEG Inc., Owner	
	Franklin Schoeneman	
	Paul Finkelstein	
	Anthony Baran	
76538	Shear Design Hair Studio #C18192	<i>(Time frame – service done 1 year prior to complaint being made)</i>
	Melissa Collins #18700192, Co-Owner	
	Jodi Hedtke #10501330, Co-Owner	
76632	Lady J’s Nails Pseudo Unlicensed	<i>(No evidence to support allegations)</i>
	Julia Cotto	
76648	Susan Arnold #10601318, Licensee	<i>(Application for licensure was in progress)</i>
76715	Lynn’s Nails & Spa #M15022	<i>(No response from complainant – salon in compliance)</i>
	Tri Tsan #50401169, Owner/Manager	
76716	Micky’s Barber & Beauty Salon #C13396	<i>(exp 11/29/07) (Refer to Barber Board)</i>
	Jose Manuel Solis, Owner	
76729	Mary’s Hair Salon, Pseudo Unlicensed	<i>(Refer to Barber Board)</i>
76727	Sports Cutters #C9307	<i>(No violations)</i>
	Sports Cutters Inc., Owner	
	Lori Woodyatt, President	
76728	Arizona Hair Company #C5302	<i>(Without merit)</i>
	San-Mar Ent, Owner	
	Sandra Marshall #17415144, President/Manager	
76736	Bien Nails #M12405	<i>(Salon was in compliance)</i>
	Hung Huynh #59500848 & #30100053, Owner/Manager	
76768	Estrella Nails & Spa (By Johnny) #M15947	<i>(Salon was in compliance)</i>
	Quy Thanh Dang #50200386, Owner/Manager	
76771	Mastercuts #421 #C5663	<i>(Salon was in compliance)</i>
	Minnesota Regis Corp., Owner	
	Paul Finkelstein, President	
76805	Goddess Salon #C18128	<i>(Without merit)</i>
	Goddess Hair LLC., Owner	
	Maryam Ahmad, President	
76868	Slightly High Maintenance Salon & Boutique #C17988	<i>(Salon was in compliance)</i>
	Slightly High Maintenance Salon & Boutique LLC., Owner	
	Kevin Wilkerson, Member	
	Stephanie Wilkerson, Member	

C. Recommend Letter of Concern

76933	Moodz Salon #C12775	<i>(Delinquent establishment license)</i>
	Darlene Jorgensen #18327861, Owner/Manager	
76935	Fashion Cuts #C15910	<i>(Delinquent personal license and no TB HIV-1 HEP B)</i>
	Kathy Wlach #19601260, Co-Owner/Manager	
76936	Supercuts #C16383	<i>(Unlicensed individual – Barber and establishment license delinquent)</i>
	H F Saunders LLC	
76938	Pearl T Nails #A16254	<i>(Establishment license display)</i>
	Myly Cong #30500883, Owner/Manager	

76951	DBA Great Clips #C5726 Kula Inc Donelle Andrews #18022581, Manager	<i>(Delinquent personal license)</i>
76952	101 Nail & Spa #M15695 Life Touch Corp	<i>(Delinquent personal license)</i>
76957 & 76958	T-Wyn's Nails #A15616 & #M15570 Thanh N. Luong #30601056 & 50100439	<i>(Delinquent establishment license; advertising differently)</i>
76959	Posh Salon & Spa #C15497 Cyndi Kruger #18601298, Owner/Manager	<i>(Delinquent establishment license; one licensee with soiled brushes & soiled dry storage)</i>
76960	Troon Nail Spa #A14968 Minh Van Huynh, Owner	<i>(Delinquent personal license)</i>
76961	Millennium Day Spa #C13407 Just Deserts Inc Michael Murphy, President	<i>(Personal license display)</i>
76962	Bella Day Spa #C17836 EMAI Corp	<i>(Personal license display)</i>
76965	Changes a Hair Salon #C15291 Angulo Investments LLC Deborah Angulo #17314320, Member/Manager	<i>(Delinquent personal license)</i>
76967	Glamour Lounge #A15527 Glamour Lounge LLC Diane Aiello #38600041, Member/Manager	<i>(Advertising differently)</i>
76968	Brow Lady USA #A16285 Brow Lady LLC Eric R. Bowman, Member	<i>(Advertising differently)</i>
76969	Salon Z #C14876 Salon Z LLC Stephanie Little, Member	<i>(Salon name change)</i>
76985	Bliss...The Salon #C16636 Cosmetology Bliss LLC Katrina Coffman #59600122, Member/Manager	<i>(Delinquent establishment license)</i>
77009	Raul's Hair Salon #C17788 Raul S. Gallegos #18701237, Owner/Manager	<i>(Restroom storage and licensee without a dry storage)</i>
77014	Veronica's Angelic Touch #C15817 Veronica R. Morales #10226418, Owner/Manager	<i>(Delinquent personal license)</i>
77015	Kristy's Backstreet Salon #C15878 Kristan Sauder #19400207, Owner/Manager	<i>(No large wet – individual wet at stations; wax uncovered; delinquent personal license)</i>
77019 & 77020	Paradise Nails Salon #A15521 & #M15500 Hue Kim Mai #50100337, Owner/Manager	<i>(No TB HIV-1 HEP B)</i>
77022	Tatum Hair & Nails #C512 Phan T. Thao #59600330, Co-Owner Duc H. Le #19600495, Co-Owner/Manager	<i>(Delinquent establishment license and not posted)</i>
77032	Infinity Nails & Spa #M15626 Hoa Thi Doan #50500406, Owner/Manager	<i>(Delinquent personal license)</i>
77033	Midge #C16643 Elizabeth Smith Castro #10401665, Owner/Manager	<i>(Delinquent establishment license)</i>

- 77034 Fingers & Toe's by Tyler #M15573 *(Delinquent personal license and not posted)*
Tyler Hightower-Patterson #58500189, Owner/Manager
- 77035 Scissors Rox Paper #C16414 *(Delinquent establishment license & personal license display)*
Mont Villa LLC
Deanna Montrose #18123734, Member/Manager
- 77039 Sole Serenite Beauty Boutique #2 #C17914 *(Establishment license display)*
Trudi K. Gortarez #10020677, Owner/Manager
- 77047 A Rich Experience #A16048 *(Personal license display)*
A Rich Experience Inc
- 77048 Cost Cutters 62011 #C13170 *(Personal license display)*
Minnesota Regis Corp
Paul Finkelstein, President
- 77049 Hair Stylist #C12815 *(Delinquent establishment license)*
Linda L. Naponelli #58700009, Owner
- 77050 Imagen Salon & Day Spa #C18267 *(Establishment license display)*
Imagen Salon & Day Spa Inc
Irasema V. Sanchez #17718103, Member/Manager
- 77066 Arte Y Creacion Beauty Salon #C14797 *(No TB HIV-1 HEP B)*
Ramon Chavarria, Owner
Nora Gallardo #19700223, Manager
- 77067 Great Clips #C6892 *(Personal license display)*
Greenway 64th Clips Inc
- 77068 Desert Nail Spa @ Kierland #M12214 *(Personal license display; current personal license display; one licensee with soiled tools and dry storage)*
Desert Nail Spa LLC
Khai Pham #59700314, President
Khanh Nguyen #59717164, Vice President
- 77069 Hair in Motion #C15522 *(Delinquent establishment license)*
Hair in Motion Inc
Joe Chavez #16204443, President
- 77070 V-K Elle Nails #M15557 *(Establishment license display)*
V-K Elle Nails Inc
Duy Q. Tong #50100431, President

MOTION by Stephen Colarusso to accept staff recommendations and continue. MOTION
SECONDED by Gina Bowser. MOTION CARRIED.

- 77071 Salon CXE #C17029 *(Delinquent personal license)*
Sandra Farley #19000381, Owner/Manager
- 77074 Salon at Ulta 3 #C6325 *(Delinquent personal license)*
Ulta 3 Cosmetic Saving Store Inc
Terry Hanson, CEO
- 77107 Alta Moda Salon #C16766 *(Personal license display)*
Alta Moda Salon LLC
Betty Bolin #58700433, Member/Manager
- 77115 N-Style Salon #C17616 *(No TB HIV-1 HEP B)*
N-Style LLC

77119	Totally Nails #M15036 Diana Fisher #59000041, Owner/Manager	<i>(Delinquent establishment license)</i>
77135	North Canyon Hair #C18244 Douglas Meyer, Owner	<i>(Delinquent personal license)</i>
77140	Leidan Mitchell Salon #C11491 Leidan Mitchell LLC Erin Essert #18327799, Member/Manager	<i>(Delinquent personal license)</i>
77142	Andy's Nails #M15514 Thi Minh Van Vo #50601175, Owner/Manager	<i>(Personal license display)</i>
77145	Cheryl's Place #C16236 Patricia Whitehead #18900762, Owner/Manager	<i>(Delinquent personal license)</i>

D. Recommend Informal Interview or Negotiation Terms

MOTION by Stephen Colarusso to accept staff recommendations for all negotiation terms listed below. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

1. 75154 Araceli Bustos, Pseudo Unlicensed
Dismiss and refer to the city of Buckeye.

2. 76205 Cristiane B. Georges #10602438
Issue a Letter of Concern, see motion above.

3. 76343 & Richard L. Garcia #19100101
77151 Holly Nichols #10332040

Offer a consent agreement to Holly Nichols #10332040 to assess \$50 civil penalty and costs, see motion above.

4. 76344 Arybell Hair and Nails Salong #C17628
Arybell Hair and Nails Salon, LLC, Owner
Jabbour S. Semaan, Member
Christina LaFrance #10800049, Licensee

Issue a Letter of Concern to Christina LaFrance #10800049; and offer a consent agreement to the salon to pay restitution for \$76.00, see motion above.

5. 76345 Finesse Beauty Salon #C1272
Finesse Beauty Salon Inc., Owner
Sarah M Roadruck #16607671, President
Vincent C Rizzo #15703194, Licensee

Issue a Letter of Concern to Vincent C Rizzo #15703194, see motion above.

6. 76346 Annie's Fashion Nails #M14728
Anne Diem Huong Truong #10326740, Owner/Manager

Issue a Letter of Concern to Anne Diem Huong Truong #10326740, see motion above.

7. 76349 Cutters Four #C18259

Cheryl Hogan #10501918, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

8. 76360 Jackie Nail Center #M15647

Chau T. VillaPando #50100189, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

9. 76491 Gino Nails #M15683

Billy Denney, Owner

Tammy Nguyen #59900120, Licensee

Kim Anh Nu Tom #50501036, Licensee

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

10. 76495/76496 Fashion Day Spa #M14443 & A14411

76512/76513 Nail Trix Inc., Owner

76869/76870 Phong Van Nguyen #50400234, President

Viet H. Nguyen #10400409, Secretary/Manager

Thu T. Bui #50800294, Licensee

Myly Thi Vo #50401462, Licensee

Offer a consent agreement to Phong Van Nguyen #50400234 to assess \$1,000 civil penalty and to Viet H. Nguyen #10400409 to assess \$1,000 civil penalty and costs and to properly license the salon OR voluntary revocation of the salon and both personal licenses, see motion above.

11. 76533 The Salon at Ulta 3 #C6326

Ulta 3 Cosmetic Savings Store Inc., Owner

Terry Hanson, C.E.O.

Sandy Metter #10332278, Manager

Bryce Olson #10800562, Licensee

Leticia, Licensee

Offer a consent agreement to salon to assess \$500 civil penalty and costs; and issue a Letter of Concern to Bryce Olson #10800562, see motion above.

12. 76651 Sun City West Nails #M15154

Charles T. Vandekerhoff, Owner

Thai Q Nguyen #50200375, Manager/Licensee

Issue a Letter of Concern, see motion above.

13. 76712/77152 Desert Foothills Nails & Spa #'s M15326 & A15508

Thanh T Chung Inc., Owner

Thanh T Chung #59919542, President/Manager

Vu C Chung #59921403

Issue a Letter of Concern to salon and offer a consent agreement to assess Vu C Chung #59921403 \$250 civil penalty and costs, see motion above.

14. 76717/76718 Super Nails #M14853 & A15286

Phuong Thi Vi #50400213 & #30601069, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, and to attend the infection protection class by the Board, see motion above.

15. 76719/76730 New York Spa Nails & Hair #C18131
Oscar Ortiz, Owner

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

16. 77157/77158 Fantasy Nails & Spa #'s M16077 & A16243
77159/77160 Diem Tu Le #50400703, Owner/Manager
76899/76900 Susan Tran #50400926, Licensee
76725/76726 Fantasy Nails & Spa #M16077 & #A16243 (*Previous owner*)
76865/76866

Offer a consent agreement to A16243 to assess \$250 civil penalty and costs, and for Diem Tu Le #50400703 to attend the infection protection class and the law review class given by the Board see motion above.

17. 76807 Liz Nails & Spa #M14757
Toan Thanh Dao #50100165 & #30330565, Owner/Manager
Tina Huynh #50700576, Licensee

Offer a consent agreement to salon to assess \$500 civil penalty and costs, and Issue a Letter of Concern to Tina Huynh #50700576, see motion above.

18. 76905 Kristie's Place #C9904
Kristie Zuern #18124111, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, and to attend the Infection Protection class given by the Board, see motion above.

19. 76906 Delicate Nails #M15642
Jenny Ho #50501432, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

20. 76911 Nails Rap III #M14876
David H. Nguyen #59700278, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

21. 76912 & Lisa Kaye Thomas #30400585, Licensee
76913 Briana Gill #30800535, Licensee

Offer a consent agreement to Lisa Kaye Thomas #30400585 to assess \$500 civil penalty and costs, and offer a consent agreement to Briana Gill #30800535 to assess \$50 civil penalty and costs, see motion above.

22. 76917 Sandra Hicks #10701575, Licensee

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

23. 76922 Scottsdale Nails #M16119
Tuan Quoc Pham #50501422, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

24. 76932 Lakali #A15985
Lakali LLC
Raquel Rzepecki #30600233, Member/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

25. 76934 You Hair Salon & Day Spa #C15659
Brynda Welch #17516232, Owner/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

26. 76937 Uniquely Nail Spa #M15410
Kevin Le #59800435, Owner
Holly Nguyen #59800216, Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

27. 76953 & Brijette Risola #30700576, Licensee
76954 Margaret Dahl #30700329, Licensee

Offer a consent agreement to Brijette Risola #30700576 to assess \$250 civil penalty and costs, and offer a consent agreement to Margaret Dahl #30700329 to assess \$250 civil penalty and costs, see motion above.

28. 76955 Aloosions Salon & Spa #C14935
Aloosions Inc
Donna Cortese #18501309, President/Manager

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

29. 76956 Scottsdale Tangles Salon #C13800
Tangles Salon LLC
Becky Linn Kelly #18400248, Member/Manager

Offer a consent agreement to assess \$500 civil penalty and costs and to attend the infection protection class and the law review class given by the Board see motion above.

30. 76963 Scottsdale Strands Salon #C14015
Strands Salon LLC
Beverly Spart, Member

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

31. 76964 Esthetique Paris #C4256
Piotr Slowinski, Owner

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

32. 76992 Rumors Hair Design #C18503
RFS Investments LLC
Julie Schumacher, Member

Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

33. 77010 Melissa Maine #18800857, Licensee
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
34. 77011 Raul A. Rivera #10000088, Licensee
Offer a consent agreement to assess \$2,000 civil penalty and costs, see motion above.
35. 77016 Smart Style Family Hair Salon 422 #C10339
Minnesota Regis Corp
Paul Finkelstein, President
Offer a consent agreement to assess \$500 civil penalty and costs, see motion above.
36. 77021 Giuseppe Salon #C16384
Giuseppe Silvestro #10500273, Owner/Manager
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
37. 77023 Supercuts #C705
Supercuts Corp Shops Inc
Paul Finkelstein, President
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
38. 77024 Real Nails #M13689
Tung Van Nguyen #59400675, Owner/Manager
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
39. 77026 Salon at Ulta 3 #C6323
Ultra 3 Cosmetic Savings Store Inc
Terry Hasan, CEO
Offer a consent agreement to assess \$500 civil penalty and costs, see motion above.
40. 77027 & Nail Spa 101 #A15912 & #M15825
77028 Van H. Nguyen, Owner
Offer a consent agreement to assess \$500 civil penalty and costs, see motion above.
41. 77029 Hien T. Le #59800201, Licensee
Offer a consent agreement to assess \$250 civil penalty and costs and to attend the infection protection class and the law review class given by the Board, see motion above.
42. 77030 One Step A Head Salon #C17755
Steven Burger, Owner
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
43. 77031 Zara Salon #C16609
Zaira Balyan #19600851, Owner
Albina Khaeve #10200534, Manager
Offer a consent agreement to assess \$500 civil penalty and costs, see motion above.

44. 77036 Erin Whitney #10332306, Licensee
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
45. 77037 Dominican Hair Salon #C18135
Melania Penzo #10400779, Owner/Manager
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
46. 77038 Carolyn's Images Hair Salon #C18213
Carolyn Ainsworth #10501240, Owner/Manager
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
47. 76531 Nail Depot & Spa #A15717
T.M. "Amy" Dao Nguyen #30100075, Owner/Manager/Licensee
Offer a consent agreement to assess \$250 civil penalty and costs, to attend a wax class and to pay restitution for \$12.00, see motion above.
48. 76578 Da Vi Nails #M14746
Thanh Chi Nguyen #50000295, Owner
Vanna Do #50200008, Manager
Ha Minh Nguyen #'s 50500115 & 30800613, Licensee
Son Quoc Hoang # 50501223, Licensee
Offer a consent agreement to assess \$250 civil penalty and costs, and for all licensees listed to attend the infection protection class and the law review class given by the Board see motion above.
49. 77073 & Lam Quoc Dam #50500922
77154 & Nhung Thi Nguyen #50600710
77155 & Timothy T Dam #59601046
76904 #1 Nails Expert & More *Pseudo Unlicensed*
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.
50. 76819/77153 Shanails #M15326 & A15321
Kiet Anh Nguyen #50600455, Owner/Manager
Offer a consent agreement to assess \$250 civil penalty and costs, see motion above.

STEP 2: INFORMAL INTERVIEWS * AND ***

A. Without Negotiation Options

1. 76451 Anastacia Salon #C16978
Anastacia The Salon LLC
Anastacia Newell #10601019, Member/Manager
Continued from October's Board Meeting

10:15 a.m.

MOTION by Gina Bowser to accept staff recommendations and accept a consent agreement for \$250 for a delinquent license. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

B. With Negotiation Options

1. 76741 & Melissa Lewis #10500480 **10:15 a.m.**
Continued from October's Board Meeting
NEGOTIATED

2. 76271 & Michelle El Bella Spa #C17509 **10:15 a.m.**
76845 Michelle Le #19600567, Owner/Manager
Continued from October's Board Meeting
NEGOTIATED

3. 76341 & Tuan El Bella Day Spa #C17357 **10:15 a.m.**
76846 Anh Tuan Huang Pham #50000157, Owner/Manager
Continued from October's Board Meeting
Anh Tuan Huang Pham appeared and spoke to the issue.

MOTION by Gina Bowser to offer a consent agreement in lieu of a formal hearing to assess \$225 civil penalty and costs and to attend the infection protection class and the law review class given by the Board as terms of a ninety (90) day probation. MOTION SECONDED by Thom Kasch
MOTION CARRIED.

4. 76535 Chi Chi Nails #M15179 **10:15 a.m.**
Lan Nguyen #50300276, Owner/Manager
Continued from October's Board Meeting
NEGOTIATED \$250/PAID

5. 76559 Lopez Hair Connection #C6516 **10:15 a.m.**
Antonio M. Lopez #98400005, Owner/Manager
Continued from October's Board Meeting
NO SHOW; TO FORMAL HEARING.

6. 76569 Fantastic Sams #7 #C18315 **10:15 a.m.**
SSCK LLC
Sterling Skipper, Member
Sonny Ledgerwood, Member
Jami Corser #10500847, Manager
Continued from October's Board Meeting

MOTION by Flora Finch to accept staff recommendations and place the fine under the previous owner's license no. C13937. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

7. 76608 Prime Cuts Hair Salon #C8015 **10:15 a.m.**
Aroua Sepi #18900880, Owner
Continued from October's Board Meeting
NEGOTIATED \$250/6-MONTHS PROBATION

8. 76630 Talk of Town-A Salon #C15474 **10:15 a.m.**
 John Deardorf #10332852, Co-Owner
 J. L. Golleher, Co-Owner
 Continued from October's Board Meeting
NEGOTIATED

9. 76096 & US Nails & Hair Spa #M15995 **10:15 a.m.**
 76960 & Anh Ngo Bui #50401405, Owner/Manager
NEGOTIATED \$250/\$13 Restitution/Law & IP Class
 76983 & Richard A Utterback #10701195, Licensee
NEGOTIATED to attend Law & IP Class on November 24, 2008
 76981/76982 Ling Thi M Rieder #'s 59700361 & 30600079, Licensee
NEGOTIATED to attend Law & IP Class

10. 76169 Deserae Blackman #10601211 **10:15 a.m.**

Deserae Blackman and complainant Annette Billings and her husband appeared and spoke to the issue.

MOTION by Thom Kasch to adjourn to executive session for the purpose of obtaining legal advice on case 76169. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

Meeting reconvened.

MOTION by Stephen Colarusso to offer a consent agreement in lieu of a formal hearing to assess \$250 civil penalty and costs and to attend the infection protection class and the law review class given by the Board as terms of a six (6) month probation. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

11. 76212 & Arizona Nails #M12956 **10:15 a.m.**
 76971 & Thang T Phan #'s 59900109 & 30300101, Owner/Manager
 76972 Duc V. Duong #50200383, Licensee
 Tap V. Duong #50000105, Licensee
 Yurn-Jeng Daih #50500654, Licensee
 Binh T. Tran #50501372, Licensee
 Mark Van Duong #50400011, Licensee

Thang T Phan and her son Mark Van Duong appeared and spoke to the issue.

MOTION by Thom Kasch to offer a consent agreement in lieu of a formal hearing to assess \$425 civil penalty and costs and for all licensees listed to attend the infection protection class and the law review class given by the Board as terms of a ninety (90)day probation. MOTION SECONDED by MOTION CARRIED.

12. 76284 & Mere Image Day Spa #C12086 **10:15 a.m.**
 Kelli Packwood #19100795 Owner/Manager
NEGOTIATED
 76993 Stacy J Ayiers #10118817, Licensee
NEGOTIATED TO ATTEND COLOR CLASS

- | | | | |
|-----|-----------------------------------|---|-------------------|
| 13. | 76925 | Allison Wallace #30800017
NEGOTIATED \$50/ | 10:15 a.m. |
| 14. | 76926 &
76927 &

76928 & | Sarah Altmanshofer, License No. 10701495
Jocelyn H Gideon, License No. 30000043
NEGOTIATED \$50/PAID
Maureen A Brogan, License No. 59400145
NEGOTIATED \$50/PAID | 10:15 a.m. |
| 15. | 76316 | Loann Nails & Spa #M15588
Binh Hoa Chau #50501204, Owner/Manager
NEGOTIATED | 10:15 a.m. |
| 16. | 76592 | Buckeye Hairport #C17387
Vicente Mendez, Co-Owner
Elvira Mendez, Co-Owner
NEGOTIATED | 10:15 a.m. |
| 17. | 76362 | Pamela J Page-Ameigh #59400451
CONTINUED | 10:15 a.m. |
| 18. | 76364/76929 | Ascend Day Spa #M14203 & A14191
Ascend Day Spa LLC., Owner
Anh-Dao Nguyen, #59817568, Member/Owner
Shawn M Terrell #59818958, Licensee (<i>Expired 12.21.03</i>)
NEGOTIATED \$500/PAID | 10:15 a.m. |
| 19. | 76367 &
76973 | Canyon Nails #M1290
Nhan Thi Dinh Vu #'s 50000142 & 30400568, Owner/Manager
NEGOTIATED | 10:15 a.m. |
| 20. | 76369 | Carol-Lyn Hair Designs #C12844
Patricia M Rose #17314553, Owner/Manager
NEGOTIATED | 10:15 a.m. |
| 21. | 76515 | Salon XL and Day Spa LLC #C17088
Salon XL and Day Spa, Owner
William A Stephen, Member
NEGOTIATED | 10:15 a.m. |
| 22. | 76930 | Rosario M Ruiz #50500872
NEGOTIATED \$250/6-MONTHS PROBATION/1st payment submitted | 10:15 a.m. |
| 23. | 76635 | CC Nails Spa 101 #M15768
Kevin Phan \$59900168, Owner/Manager
NO SHOW; TO FORMAL HEARING. | 10:15 a.m. |

24. 76636 Shelley Angel #19301144, Licensee **10:15 a.m.**
NEGOTIATED

25. 76637 Olgica Bilic #10601272, Licensee **10:15 a.m.**
CONTINUANCE GRANTED

26. 76638 Serina's Salon & Spa #C17127 **10:15 a.m.**
Serina's Salon & Spa LLC., Owner
Serina Stabenow #30600169, Member/Manager

MOTION by Gina Bowser to accept staff recommendations and rescind the previous motion and to instead dismiss. MOTION SECONDED by Gary Begley. MOTION CARRIED.

27. 76639 Glowing Expressions #A16260 **10:15 a.m.**
Glowing Expressions LLC, Owner
Janet Bauer #30329061, Member/Manager

MOTION by Gina Bowser to accept staff recommendations and rescind the previous motion and to instead dismiss. MOTION SECONDED by Gary Begley. MOTION CARRIED.

28. 76640 Rose Shields #30022698, Licensee **10:15 a.m.**
NEGOTIATED \$250/PAID

29. 76641 Sizzle's Salon #C11201 **10:15 a.m.**
Sharon Shalley #17617346, Owner/Manager
NEGOTIATED

30. 76642 Smart Style Family Hair #0461 #C10568 **10:15 a.m.**
Minnesota Regis Corp
Paul Finkelstein, President
NEGOTIATED

31. 76643 & Long Nguyen #50501303, Licensee **10:15 a.m.**
76644 & Trang Dang #10800851 & 50600039, Licensee
76645 Dung Van Nguyen #50600056, Licensee
NEGOTIATED \$250/PAID

32. 76646 Great Clips #C9832 **10:15 a.m.**
Shear Quality Inc
Paul Neumayr, President
NO SHOW; TO FORMAL HEARING

33. 76649 Visual Impact #C17257 **10:15 a.m.**
Visual Impact LLC
Misael Aponte #10601577, Member/Manager
Alberto Martinez #10601420, Member/Manager
NO SHOW; TO FORMAL HEARING

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| 34. | 76650 | Tera Parten #10200770, Licensee
NEGOTIATED | 10:15 a.m. |
| 35. | 76652 | J Julian Aesthetics #A14584
Joann Julian #39500026, Owner/Manager
NO SHOW; TO FORMAL HEARING | 10:15 a.m. |
| 36. | 76657 | Janice Nelson #10601508, Licensee
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 37. | 76679 | Sachi Salon #C10291
Sachi LLC
Dov Sofir, President
Annie Pham #19001412, Vice President/Manager
NEGOTIATED | 10:15 a.m. |
| 38. | 76686 | Snow Nails #C17822
Binh K. Nguyen #50200587, Owner/Manager
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 39. | 76687 | Jan's Essential Looks #A14440
Essential Looks Inc
Jan Berndt #30400315, President/Manager
NEGOTIATED | 10:15 a.m. |
| 40. | 76688 | Mesha Salon & Spa #C16858
Mesha Salon & Spa Inc
Michelle Carr #19100080, President/Manager
NEGOTIATED | 10:15 a.m. |
| 41. | 76689 | Nail Excel #M7007
Helen Dang #59800444, Owner/Manager
NEGOTIATED | 10:15 a.m. |
| 42. | 76690 | Wilmarie Roberts #30800624, Licensee
NEGOTIATED | 10:15 a.m. |
| 43. | 76694 | Comely Nails #A15423
Thanh Nhut Ngo #50000231, Owner/Manager
NEGOTIATED | 10:15 a.m. |
| 44. | 76695 | Cristina Delgado #10401114, Licensee
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 45. | 76697 | Krista Ruppert #10226085, Licensee | 10:15 a.m. |

NEGOTIATED

46. 76698 Amy Bates Moseley #19601216, Licensee **10:15 a.m.**
NEGOTIATED

47. 76699 Amy Temple #19601329, Licensee **10:15 a.m.**
NEGOTIATED

48. 76700 Danellia Ingallina #10401217, Licensee **10:15 a.m.**
NEGOTIATED

49. 76701 Tammi Padilla #59700324, Licensee **10:15 a.m.**
NEGOTIATED

50. 76703 Leah Busby Fitts #10501555, Licensee **10:15 a.m.**
NEGOTIATED

51. 76707 Angela Kohler #C18165 **10:15 a.m.**
Angela Kohler LLC
Angela Hoch #10501052, Member/Manager

Angela Kohler appeared and spoke to the issue.

MOTION by Flora Finch to offer a consent agreement in lieu of a formal hearing to assess \$225 civil penalty and costs and to attend the infection protection class and the law review class given by the Board as terms of a three (3) month probation. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

52. 76708 Ultra Dynamic Nails #M14951 **10:15 a.m.**
Tuan Le #50000143, Owner/Manager

Tuan Le appeared and spoke to the issue.

MOTION by Gina Bowser to offer a consent agreement in lieu of a formal hearing to assess \$250 civil penalty and costs and to attend the infection protection class given by the Board as terms of a ninety (90) day probation. MOTION SECONDED by Flora Finch. MOTION CARRIED.

53. 76746 Alla Shayevich #19200293, Licensee **10:15 a.m.**
NEGOTIATED \$50/PAID

54. 76747 Nail Trix by Vo #M15903 **10:15 a.m.**
Alex Vo #50000062, Owner/Manager
NEGOTIATED

55. 76748 Skyline Nails & Spa #M15969 **10:15 a.m.**
Duong Tien Nguyen #59800008, Owner/Manager
NEGOTIATED \$250/PAID

56. 76750 Cost Cutters #62007 #C13166 **10:15 a.m.**
Minnesota Regis Corp

Paul Finkelstein, President
 Maria Rusack #10401747, Manager
NEGOTIATED

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|-----|------------------|--|-------------------|
| 57. | 76751 | Jade Nails #M15801
Kim Yen Nguyen #10702206, Owner/Manager
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 58. | 76754 | Casa De Nails #M15400
Donald Van Truong #59600376, Owner/Manager
NO SHOW; TO FORMAL HEARING | 10:15 a.m. |
| 59. | 76756 | Pamela Peterson #30700434, Licensee
CONTINUED | 10:15 a.m. |
| 60. | 76761 | Nails 2 Luv #C18121
Kathleen C. Le, Owner
Lilian Le #10501765, Manager
NO SHOW; TO FORMAL HEARING | 10:15 a.m. |
| 61. | 76762 | Regis Salon #C17283
Minnesota Regis Corp
Paul Finkelstein, President
Amy Gerardin #10332520, Manager
NO SHOW; TO FORMAL HEARING | 10:15 a.m. |
| 62. | 76778 | Jverve Hair Salon & Day Spa #C16992
Beauty by Design Inc
Brenda Rae, President
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 63. | 76780 &
76976 | Salon Mila II #C11931
Salon Mila LLC
Mila Bucey #19800355, President
NEGOTIATED | 10:15 a.m. |
| 64. | 76788 | Sami Tailor's #C17565
Mak Salons LLC
Kasie Spilman #18901029, President
NEGOTIATED | 10:15 a.m. |
| 65. | 76789 | Teazze Salon #C16824
Unique Hair Artistry Inc
Anthony Zacchini, President
NEGOTIATED | 10:15 a.m. |

66. 76792 Maxims Salon Paris #C9930 **10:15 a.m.**
 Alexis Paris Inc
 Alexis Beaudouin #19500296, President/Manager
NEGOTIATED

67. 76794 & Jodie McKay #18326805, Licensee **10:15 a.m.**
 76795 & Elahe Shahsavari #10401712, Licensee
 76796 Darlene Perea #10702054, Licensee

MOTION by Gina Bowser to accept staff recommendations and rescind the previous motion and to instead dismiss. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

68. 76799 Lisa Aulds #19300262, Licensee **10:15 a.m.**
NEGOTIATED \$250/PAID

69. 76802 Melruce #C15492 **10:15 a.m.**
 Bruce Wilfong #10225715, Co-Owner/Manager
 Melissa Blankenship #10224528, Co-Owner/Manager
NEGOTIATED

70. 76804 & Kaci Moore #10224507, Licensee **10:15 a.m.**
SCHEDULED FOR CLASSES
 76806 Magdalena Fink #10225203, Licensee
NEGOTIATED \$250/PAID/classes scheduled for November 24TH

71. 76808 Jennifer Fagan #10100587, Licensee **10:15 a.m.**
NEGOTIATED

72. 76811 Lori Winters #19601196, Licensee **10:15 a.m.**
NEGOTIATED

73. 76820 Ami Salon #C17094 **10:15 a.m.**
 Ami Salon LLC
 Ashley Scott #10122550, Member/Manager
NEGOTIATED

74. 76822/76823 Ken Nails & Spa #A15048 & #M15073 **10:15 a.m.**
 76974/76975 Bich Thuy Nguyen #30600271 & 50501405, Co-Owner/Manager
 Thanh Thuy Nguyen, Co-Owner
NEGOTIATED

75. 76830 & Karma Day Spa #C17623 **10:15 a.m.**
 Karma Day Spa LLC
 Jenna Thwails, Member
 76977 Kristen Watts #30800263, Manager
NEGOTIATED TO ATTEND BOTH CLASSES

76. 76832 Dapper Grooming Lounge #C17209 **10:15 a.m.**
 Dapper Grooming Lounge LLC
 Patricia Davenport #10601103, Member/Manager

MOTION by Thom Kasch to accept staff recommendations and continue. MOTION SECONDED by Stephen Colarusso. MOTION CARRIED.

77. 76833 Elements in Balance Salon and Day Spa #C17794 **10:15 a.m.**
 Harmonize LLC
 Collin Scott #19200356, Member/Manager
NEGOTIATED

78. 76836 & Face Me Luxury Cosmetics & Skin Care #A10889 **10:15 a.m.**
 Face Me LLC
 Stephen & Davina Ezell, Members
 76978 Alanna Post #30023082, Manager
NEGOTIATED

79. 76838 Marilee Carroll #17616857, Licensee **10:15 a.m.**
CONTINUED

80. 76840 Style America #6716 #C12383 **10:15 a.m.**
 Minnesota Regis Corp
 Paul Finkelstein, President
NO SHOW; TO FORMAL HEARING

81. 76841 Nails Rap II #M11531 **10:15 a.m.**
 Hung Tran #59817085, Owner/Manager
NEGOTIATED \$250/PAID

82. 76848 KC's Hair & More #C10672 **10:15 a.m.**
 Salons by KC Ltd
 Kathryn Frklick #17011525, President/Manager
NEGOTIATED

83. 76849 & Diana Darling #17112504, Licensee **10:15 a.m.**
 76850 Diane Garinger #19700726, Licensee
CONTINUED

84. 76852/76853 Nails Rap #A14713 & #M14779 **10:15 a.m.**
 Nails Rap Shannon LLC
 76979 Duc Xuan Vu #50200626, Member/Manager

Duc Xuan Vu appeared and spoke to the issue.

MOTION by Stephen Colarusso to offer a consent agreement in lieu of a formal hearing to assess \$475 civil penalty and costs and for the current manager to attend the infection protection class and the law review class given by the Board. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

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| 85. | 76856 | Jerrold W. Whitfield #19201235, Licensee
NEGOTIATED | 10:15 a.m. |
| 86. | 76877 | Kathie Provencio #19918277, Licensee
MOTION by Gina Bowser to accept staff recommendations and dismiss. MOTION SECONDED by Gary Begley. MOTION CARRIED. | 10:15 a.m. |
| 87. | 76878 | Cecilia Franco #19601126, Licensee
NEGOTIATED \$50 | 10:15 a.m. |
| 88. | 76883 | Carol Houser #50000276, Licensee
NEGOTIATED \$250/PAID | 10:15 a.m. |
| 89. | 76886 | Calleo Salon #C15914
Calleo Services Inc
Christophr Calleo #19501473, President/Manager
Marissa Calleo #59200118, Vice President/Manager
NEGOTIATED | 10:15 a.m. |
| 90. | 76887 | Sidney Briani #39921048, Licensee
CONTINUANCE GRANTED | 10:15 a.m. |
| 91. | 76599 | Shalimar Stark #10600603, Licensee
Continued from October's Board Meeting
NO SHOW; TO FORMAL HEARING | 10:15 a.m. |

STEP 3: HEARINGS * AND *****A. Denial Appeals**

None

B. Motion to Deem Allegations Admitted

72585	Olga's Hair Place #C14612 Olga Guitierrez, Owner, Manager #19500955	10:00 a.m.
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Assistant Attorney General, Bridget Harrington, appeared representing the State. Solicitor General, Christopher Munns, was available by telephone. Licensee did not appear.

MOTION by Gina Bowser to grant the State's MOTION TO DEEM ALLEGATIONS ADMITTED. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

MOTION by Gina Bowser to adopt as Findings of Fact paragraph III in the Complaint and as Conclusions of Law paragraph IV in the Complaint. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

MOTION by Gina Bowser to issue an Order of discipline to revoke the salon license, to pay \$500 civil penalties and costs for the violation, and that the agency recovers its total costs incurred for this case

in an amount to be determined later by the agency. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

72681 Imagenes Unisex Beauty Salon #C13136
 Maria Arguelles, Owner

10:00 a.m.

Assistant Attorney General, Bridget Harrington, appeared representing the State. Solicitor General, Christopher Munns, was available by telephone. Licensee did not appear.

MOTION by Flora Finch to grant the State's MOTION TO DEEM ALLEGATIONS ADMITTED. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

MOTION by Flora Finch to adopt as Findings of Fact paragraph III in the Complaint and as Conclusions of Law paragraph IV in the Complaint. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

MOTION by Flora Finch to issue an Order of discipline to revoke the license, to pay \$250 civil penalties and costs for the violation, and that the agency recovers its total costs incurred for this case in an amount to be determined later by the agency. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

73180 Kathryn Roberts #19915107

10:00 a.m.

Kathryn Roberts appeared and spoke to the issue.

Assistant Attorney General, Bridget Harrington, appeared representing the State. Solicitor General, Christopher Munns, was available by telephone. Licensee did not appear.

MOTION by Flora Finch to grant the State's MOTION TO DEEM ALLEGATIONS ADMITTED. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

MOTION by Flora Finch to adopt as Findings of Fact paragraph III in the Complaint and as Conclusions of Law paragraph IV in the Complaint. MOTION SECONDED by Gina Bowser. MOTION CARRIED.

MOTION by Flora Finch to issue an Order of discipline to revoke and stay the revocation, to pay \$50 civil penalties and costs for the violation, and that the agency recovers its total costs incurred for this case to be determined and to attend the infection protection class and the law review class given by the Board as terms of a ninety (90) day probation. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

73192 Studio 210 Salon & Boutique #C15760
 Kimberly Woodard, Owner, Manager

10:00 a.m.

Assistant Attorney General, Bridget Harrington, appeared representing the State. Solicitor General, Christopher Munns, was available by telephone. Licensee did not appear.

MOTION by Gina Bowser to grant the State's MOTION TO DEEM ALLEGATIONS ADMITTED. MOTION SECONDED by Flora Finch. MOTION CARRIED.

MOTION by Gina Bowser to adopt as Findings of Fact paragraph III in the Complaint and as Conclusions of Law paragraph IV in the Complaint. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

MOTION by Gina Bowser to issue an Order of discipline to revoke and stay the revocation, to accept the consent agreement for \$225 already paid and to attend the infection protection class and the law review class given by the Board within ninety (90) days. MOTION SECONDED by Thom Kasch. MOTION CARRIED.

C. Hearing Officer Recommendations

None

D. Request for Reinstatement

None

E. Appeal Board Orders

None

STATUS AND ADDITIONS TO TENTATIVE AGENDA * AND *****Continued from 2nd page EXECUTIVE DIRECTOR'S REPORT *, **, *** AND ******

- Discussion, Consideration and Possible Action on "Cut it Out" a Holiday Partnership with Industry, Governor's Office and Attorney General Office in Benefit of the Arizona Domestic Violence Programs.

The agency plans to contact cosmetology schools via the website to ask the schools to collect donations of personal items such as shampoo, soap, etc. for domestic abuse victims.

- Report and Discussion on Brochure "Feeling the Economic Crunch?"

The brochure was handed out which offers websites and contacts for the financially troubled.

- Presentation and Discussion of "Did You Know?" A presentation prepared for a High School Staff in Colorado 2006 by Karl Fisher and Scott McLeod. (Expected technology impact on the 21st century and expected educational shift.)

The short film "Did You Know?" was viewed at the Board meeting for educational awareness of the current times.

For Board Information Only

76530 Nails Unlimited #M14452 (CA received)
Khiem Pham, Owner

Denial

ADJOURN

In accordance with Title II of the Americans with Disabilities Act, the Cosmetology Board does not discriminate on the basis of disabilities in its programs, services or activities. Individuals

who need reasonable accommodation to participate or who need information in an alternative format may contact the ADA Coordinator at (480) 784-4539.

- * LEGAL ADVICE WHERE APPLICABLE – A.R.S. § 38-431-03 (A) (3)**
- ** PERSONNEL MATTERS – A.R.S. § 38-431.03 (A) (1)**
- *** CONFIDENTIAL MATTERS – A.R.S. § 38-431.03 (A) (2)**
- **** PENDING LITIGATION – A.R.S. § 32-431.03 (A) (4)**